

2009 IAFF NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION ISSUES

Pursuant to MOA Article 1.2, the City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining:

Groundrules

Term of contract

Wages

Terrorism/anti-terrorism pay

Paramedic program, including premium pay

Support paramedic program and support paramedic premium pay

Emergency Medical Technician certifications/pay

Holiday-in-lieu pay

Health Insurance cost sharing

Health Insurance plan design

Tuition Assistance and Educational Incentive Plan

Uniform Allowance

Associate Degree in Fire Science (incorporate side letter into MOA)

Calculation and eligibility for overtime

30 minute time card reporting

Consecutive days off

Conform MOA provisions to FLSA exempt status

Commencement of negotiations

Immediate Arbitration

Consolidated Arbitration

Sick Leave payout for current employees

Sick Leave payout for new hires

Charging staff services to Police and Fire Retirement Fund

Pension formula for new hires

Final Average Salary for new hires

Cost of Living Adjustment (COLA) for new hires

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Workers' Compensation Offset

Supplemental Retiree Benefit Reserve (SRBR)

Pension prior service costs/unfunded liability

Pre-funding retiree healthcare

Retiree healthcare benefits for new hires

Salary step structure and movement within pay range

Entry level pay for certain classifications

Civilianization of functions

City-paid union release time

Probationary periods

Catastrophic Illness Time Donation Program

Employee Assistance Program training

Employee Assistance Program mandatory referral

Selection of Vacation Leave slots

Minimum education requirements for certain classifications

Response time for new hires

Class B Driver License requirements

Modified Duty Program

Bilingual pay provision

Medical examinations

Airport Aircraft and Fire Fighting policy

Release time for blood donations

Consecutive Hours Worked

Length of Station Assignments

Employee Rights

Management Rights

Work Shifts